

2005 ARMY ACQUISITION WORKFORCE CONFERENCE



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Transforming the Organizations, Leaders & Workforce of Tomorrow

<http://asc.army.mil>

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Purpose:

Discuss the requirements and way ahead to complete the assimilation of the Army Facilities Engineer Career Field into the Acquisition Workforce

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Issue:

- House Armed Services Committee (HASC) has either reduced or tried to reduce the DoD Acquisition, Technology & Logistics (AT&L) Workforce for the past several years.
 - The initial estimates that are being quoted for addition to the Army AT&L Workforce, due to the new Facilities Engineering (FE) Career Field, vary from 8,000 to 30,000 civilian personnel
 - This would result in a significant increase to the total AT&L workforce and possibly invite further Congressional scrutiny.

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Policy – Guidance Conflict

- Present DoD acquisition workforce identification policy excludes civil-funded personnel.
- The new Facilities Engineering PCD states that, Facilities Engineering includes “Life cycle management of DoD installations, facilities, *civil works projects,.*”

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Policy – Guidance Conflict

- Present acquisition guidance and trends have been to exclude base operations and support personnel and limit the DoD AT&L Workforce to “Core” or key members.
- The new Facilities Engineering PCD states that, “Duties include all facets of facilities engineering from planning through disposal, including design, construction, environmental management, base operations and support, housing, real estate, and real property maintenance.”

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Discussion

- Army
 - followed the guidance provided by the new FE PCD in developing its phased plans for assimilation of Level 1, 2 and 3 FE positions
 - included all facets of Facilities Engineering specified in the PCD
- Army Facilities Engineering and Reserve Communities view inclusion in the AT&L Workforce as:
 - a major step forward in training their people
 - enhancing their competitiveness for current and higher level acquisition career positions located throughout the DoD

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Discussion: Current ACPERS Db UIC(s) & FE Series

Army Facility Engineers	Approximate Adds to AAT&L
COE 8 Div + 42 Districts	
Military Funded	5,340
ACSIM (2 HQ's)	200
IMA (7 Reg + 181 Installations)	2,775
51 Other CMDS w/FE Series	17,516
Total	25,831

17 of the 51 CMD(s) account for 16,459 of these FE positions.. (Suspect majority of these positions are mis-coded)

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Discussion: UIC(s) to Series

Army Facility Engineers	Approximate Adds to AAT&L
COE 8 Div + 42 Districts	14,984
ACSIM (2 HQ's)	182
IMA (7 Reg + 181 Installations	2,775
Total	17,941

Includes Civil Works & Mil Funded

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Discussion

Army Facility Engineers	Approximate Adds to AAT&L
COE 8 Div + 42 Districts	
Military Funded	5,349
ACSIM (2 HQ's)	200
IMA (7 Reg + 181 Installations	2,775
Total	8,324

This is a good target for the FE community

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Army Acquisition Workforce Civilians Career Field Breakout Based on Refined Packard Definition Including Facilities Engineering in COE and ACSIM/IMA (76,423 total) as of 2/04/2005

Represents
51 other
UIC(s) in
CAPP MIS

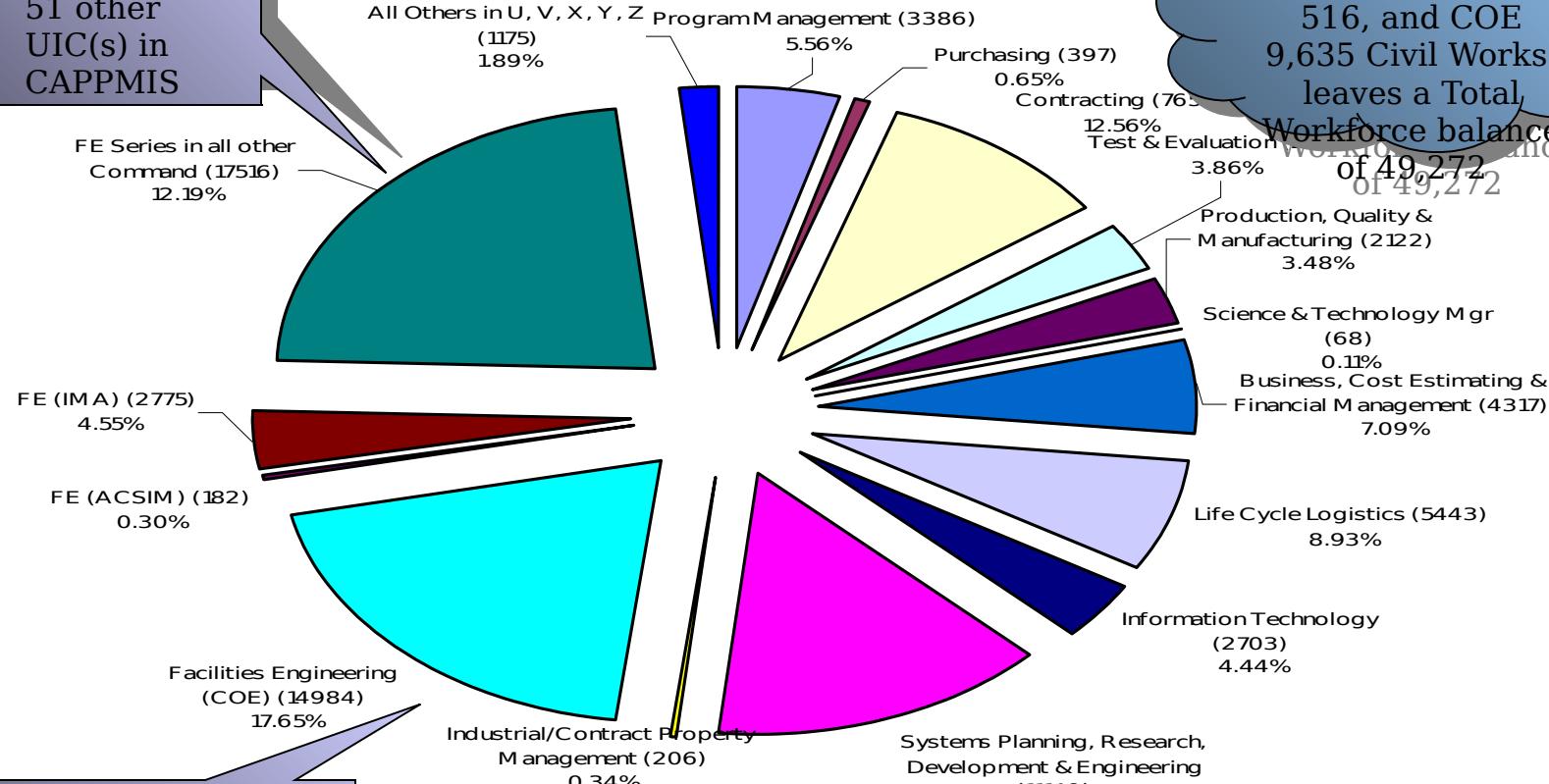
FE Series in all other
Command (17516)
12.19%

FE (IMA) (2775)
4.55%

FE (ACSIM) (182)
0.30%

Facilities Engineering
(COE) (14984)
17.65%

Includes both Civil & Military Funded. W/O Civil Funded, population is approximately 5,349



76,423 minus the
Other CMD(s) 17,
516, and COE
9,635 Civil Works
leaves a Total
Workforce balance
of 49,272

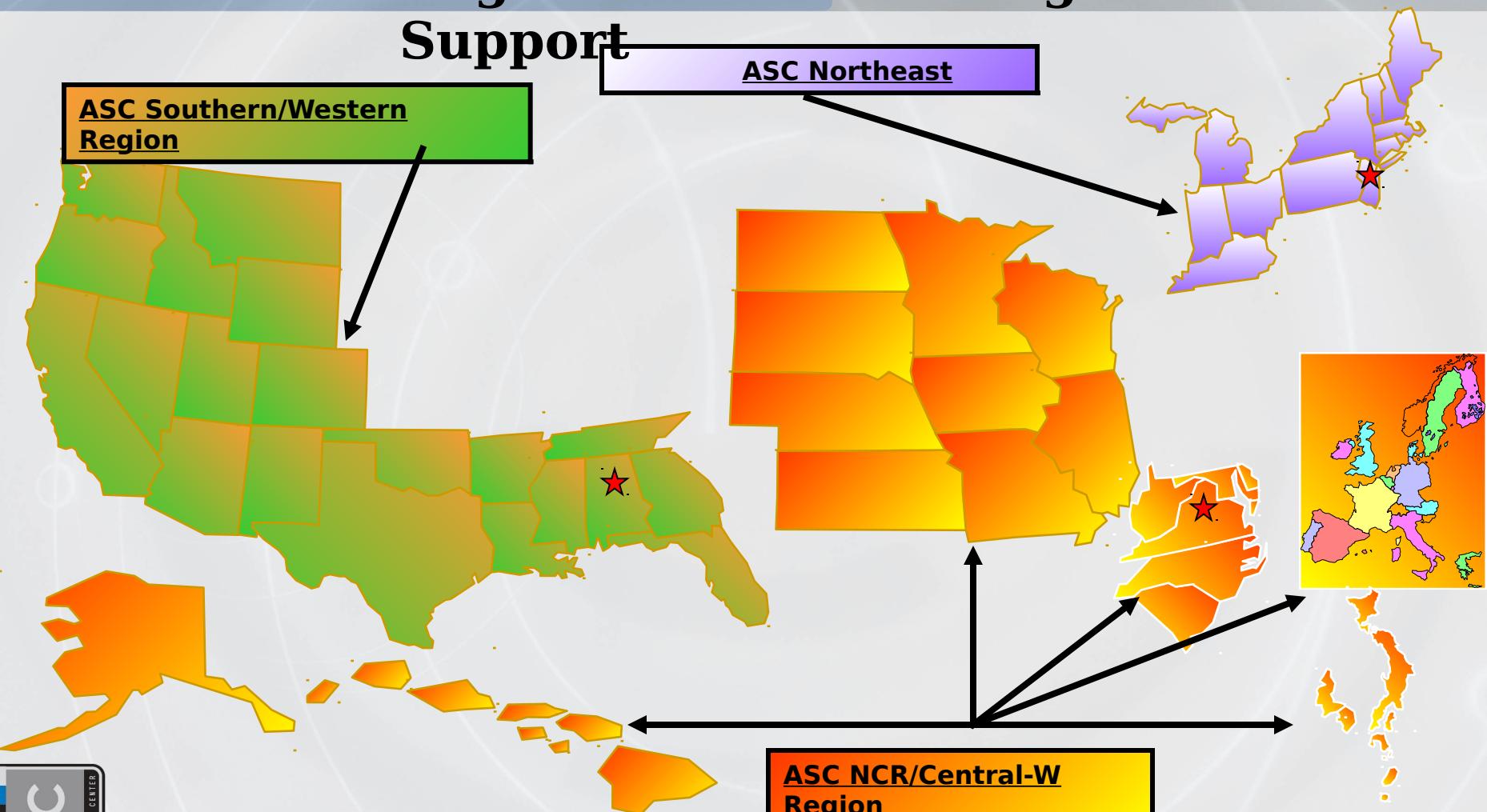
Workforce balance of 49,272

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Regional Career Management

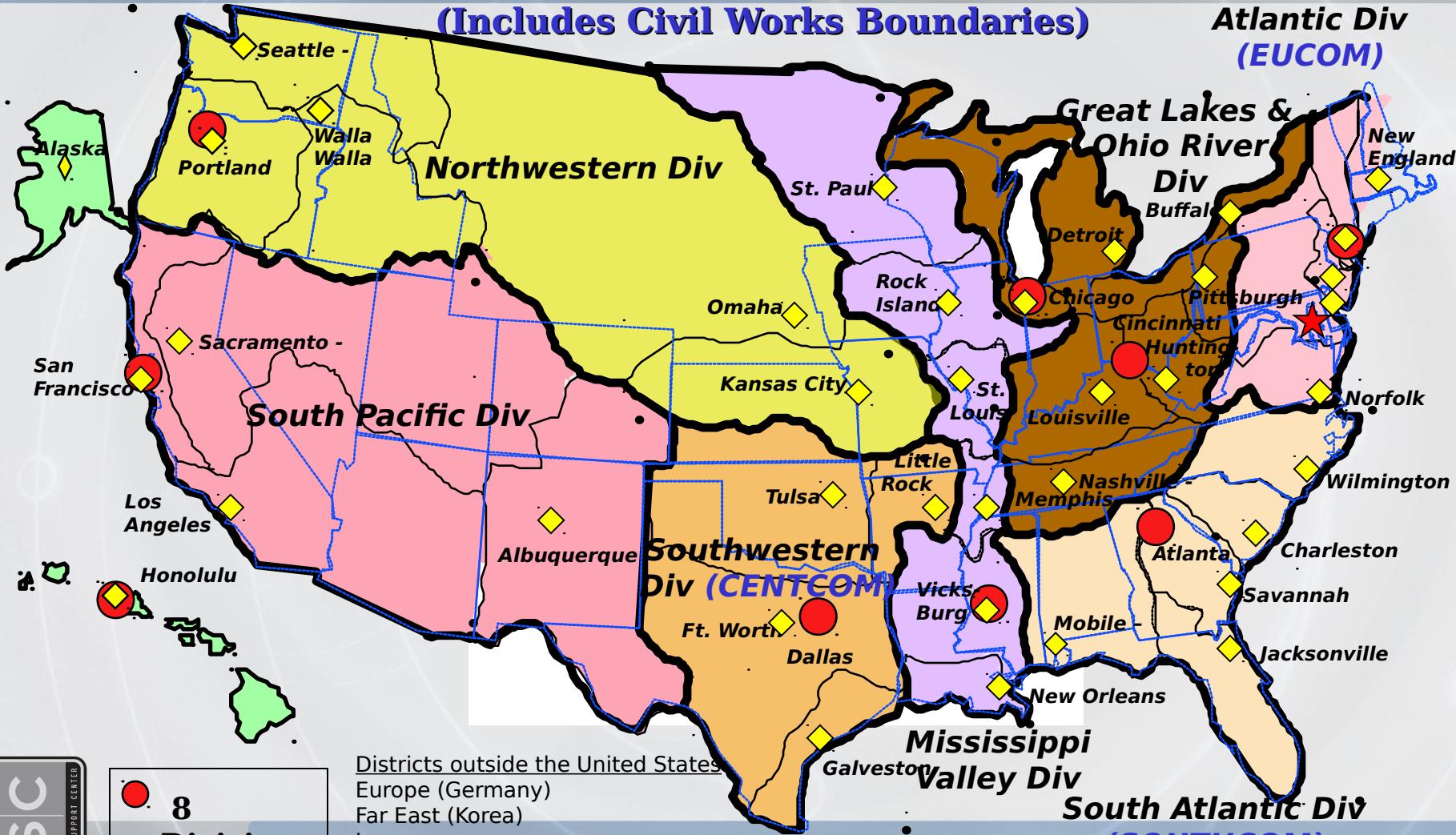
Support



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USACE FE Overview (Includes Civil Works Boundaries)

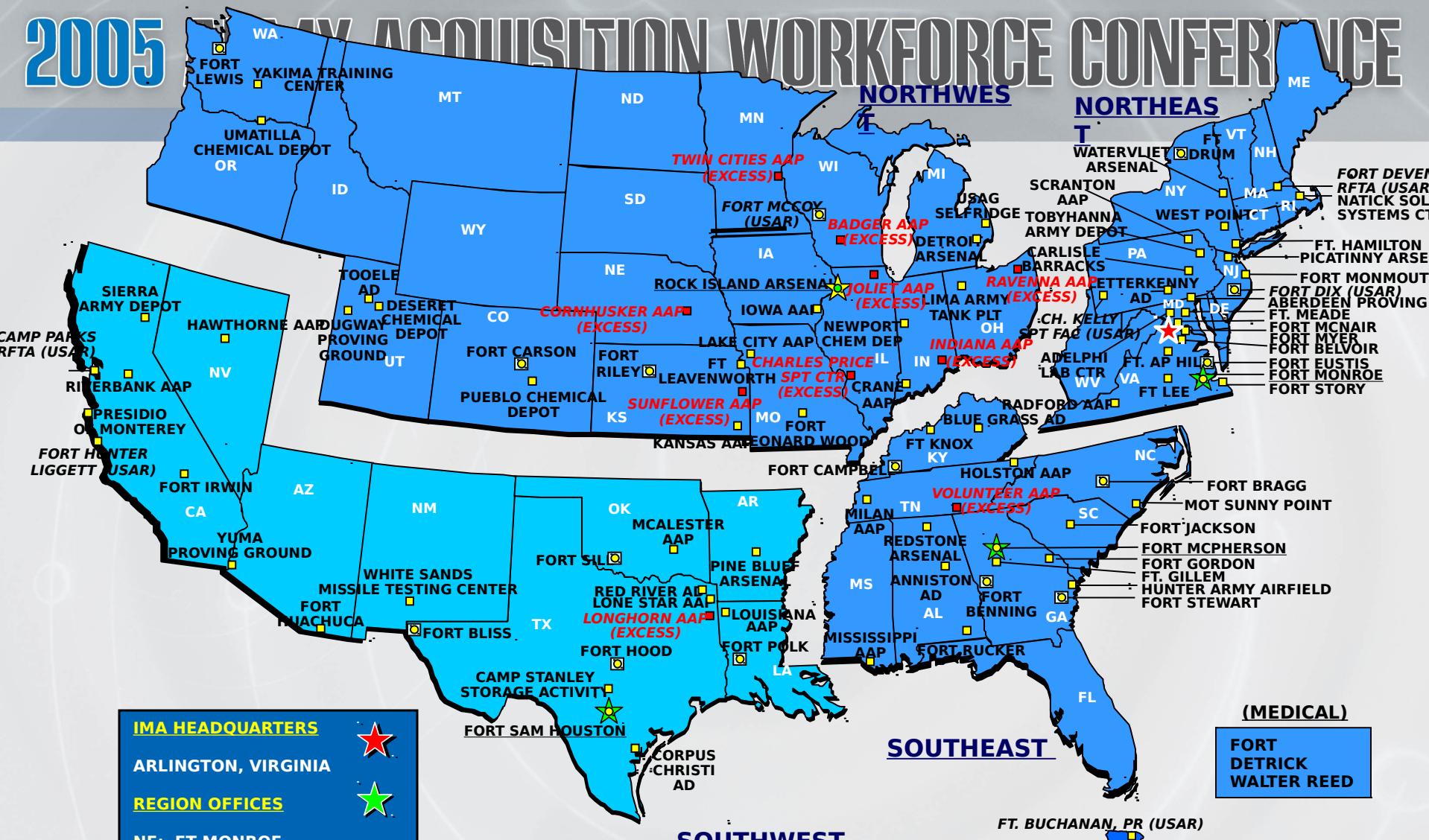
North
Atlantic Div
(EUCOM)



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2005

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IMA HEADQUARTERS



ARLINGTON, VIRGINIA

REGION OFFICES

**NE: FT MONROE
SE: FT MCPHERSON
NW: ROCK ISLAND ARSENAL
SW: FT SAM HOUSTON
EUROPE: HEIDELBERG
PACIFIC: FT SHAFTER
KOREA: YONGSAN**

(MEDICAL)

FORT DETRICK WALTER REED

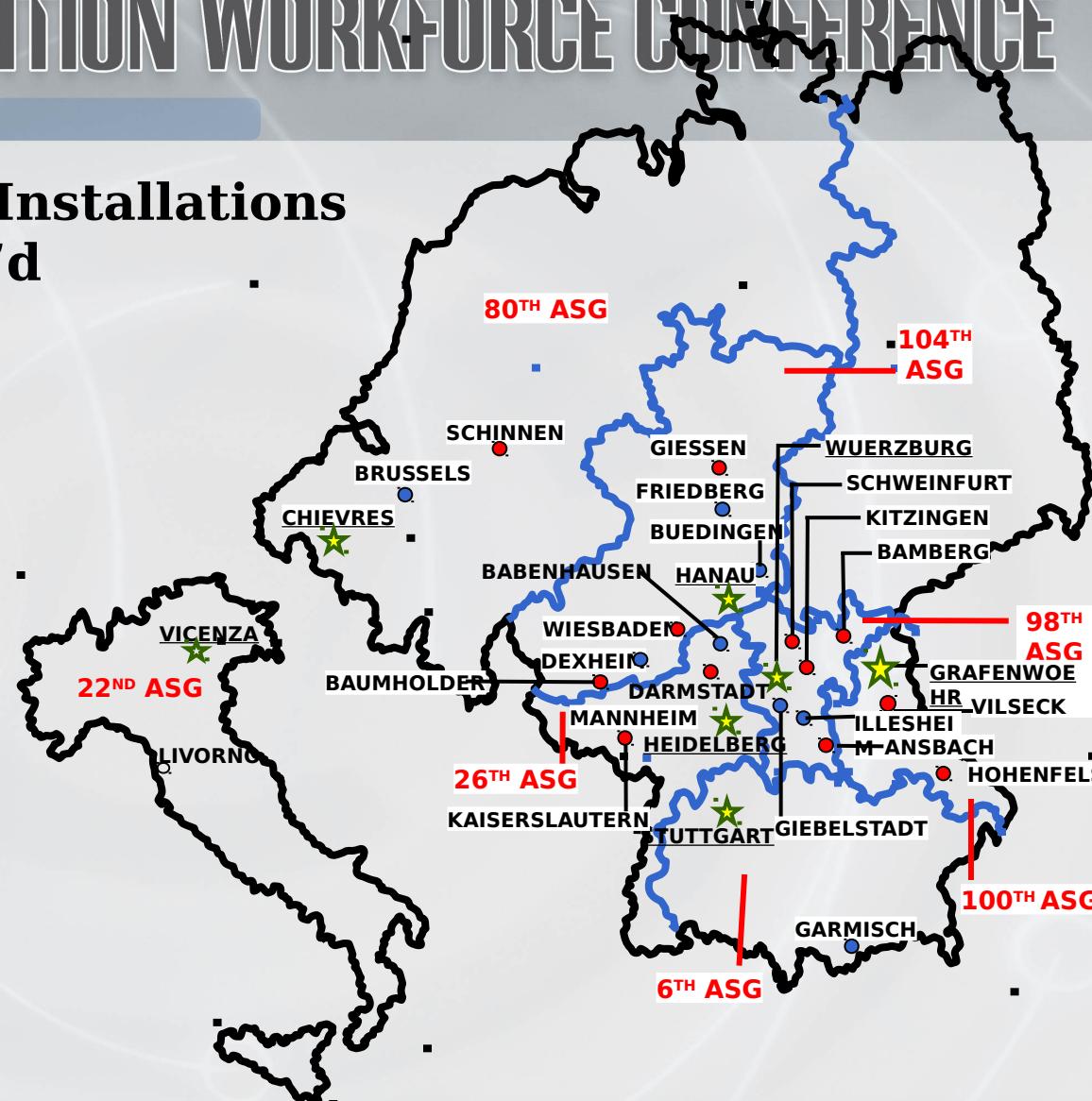
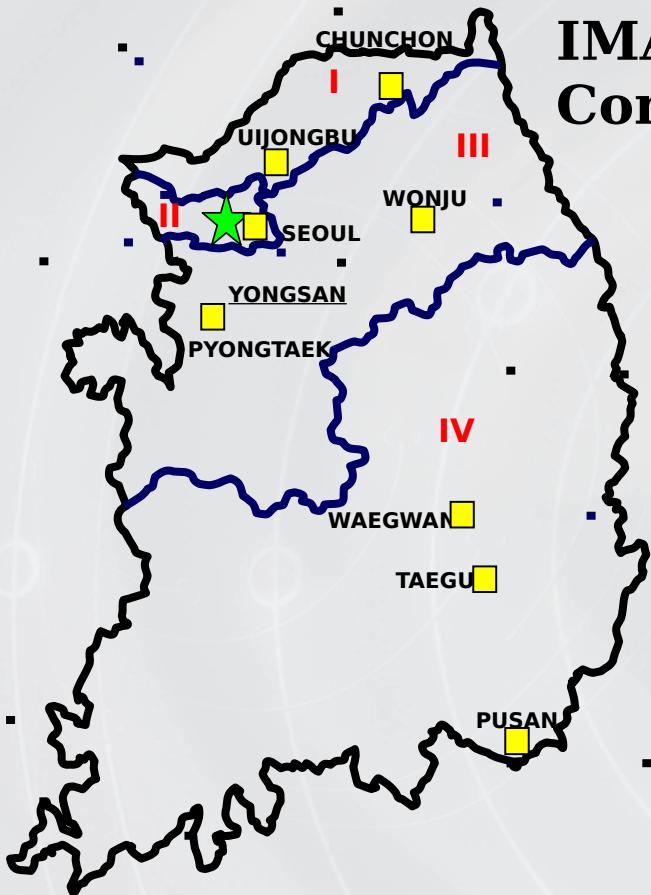


POWER PROJECTION PLATFORM

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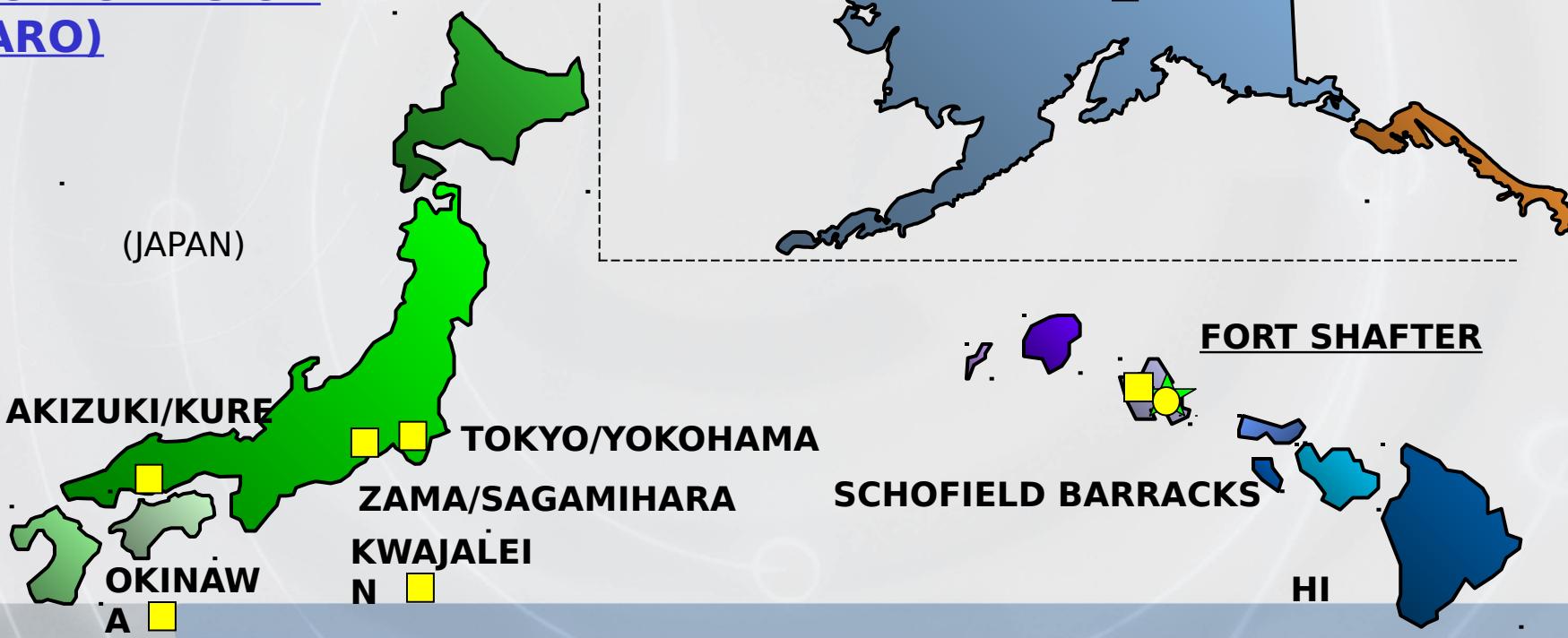
IMA Installations Cont'd



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IMA Installations Cont'd

PACIFIC REGION (PARO)



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Next Step

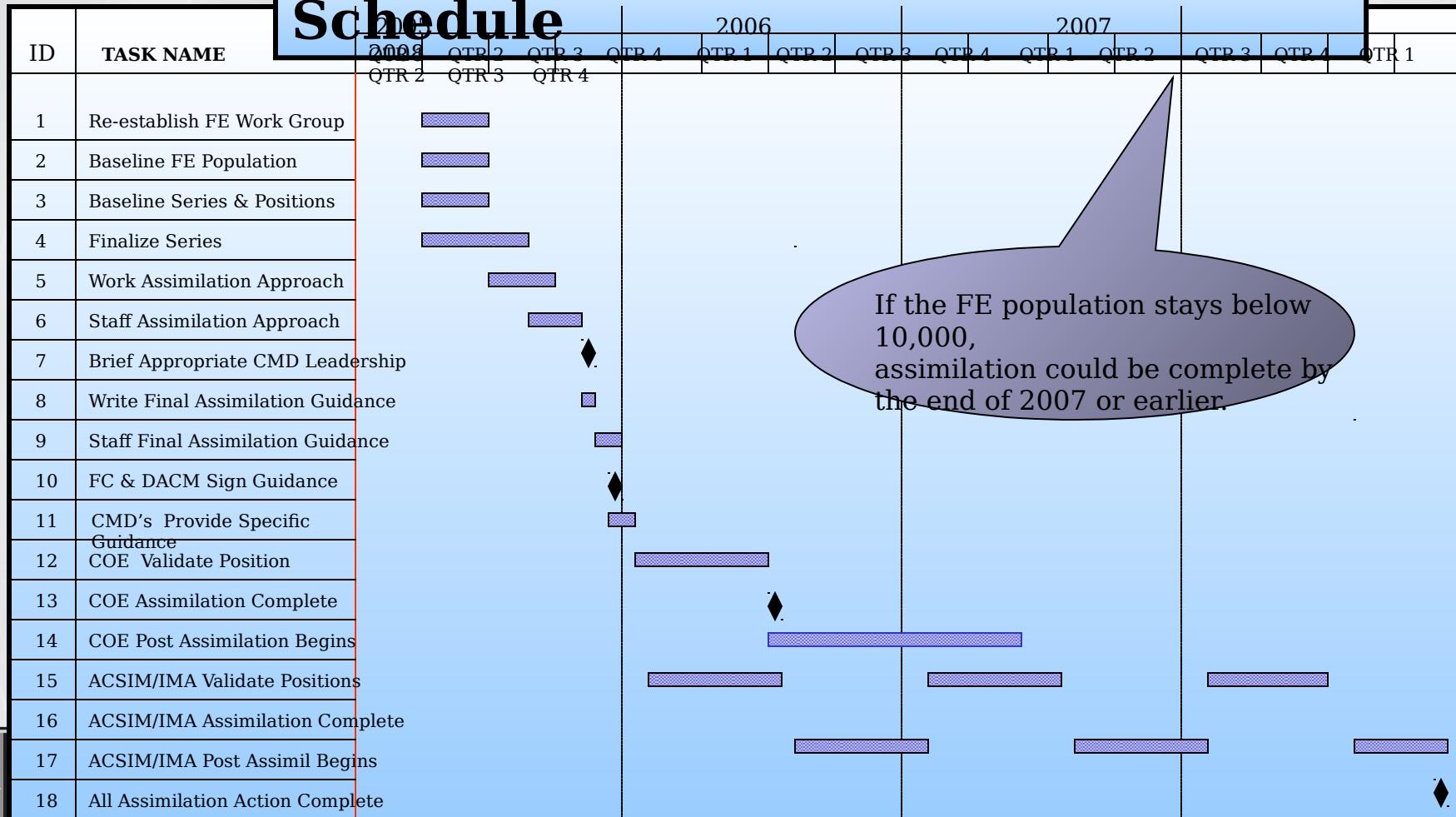
- Re-establish FE Work Group
 - COE ACSIM/IMA
- Baseline FE Population
- Finalize Series and Positions
- Finalize Assimilation Approach
 - 3-Year Phased Approach (Levels 1-3)
 - 3 to 5-Year Phased Approach (Division and Region, All Levels)
 - Assimilate Only GS-11 and Above
 - Exclude Civil Works and BOS
- Write/Staff/Approve/Distribute Army Guidance
- Designate, Staff, Review, Approve, Code Positions
- Post Assimilation Activity



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FE Assimilation Milestone Schedule



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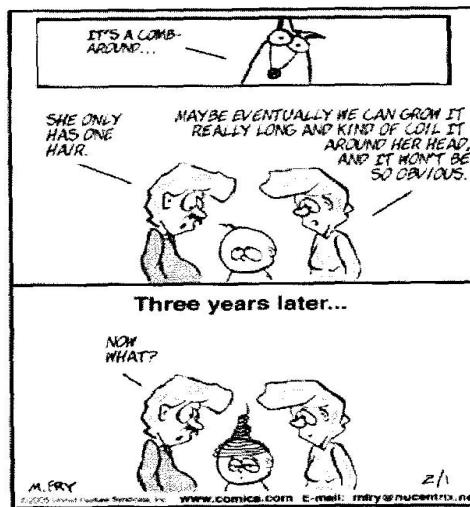
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FE Points of Contact:

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Conundrum: A Problem with no Satisfactory Solution



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Back Up Slides



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FE Position Category Description (PCD)

*The Facilities Engineering Career Field encompasses a variety of professional individuals with diverse skills focused on the design, construction, and life-cycle maintenance of military installations, facilities, **civil works** projects, airfields, roadways, and ocean facilities. It involves all facets of life cycle management from planning through disposal, including design, construction, environmental protection, **base operations and support**, housing, real estate, and real property maintenance. Additional duties include advising or assisting Commanders, and acting as or advising program managers and other officials as necessary in executing all aspects of their responsibilities for facility management and the mitigation/elimination of environmental impact in direct support of the Defense Acquisition process*

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Refined Packard Commission Study

- Designated USACE and Few Other Army MACOMS as “Acquisition Related” Organizations
- Listed Certain GS Series Where Acquisition Duties Were Most Likely To Be Done
- Not An Absolute All Encompassing List of Series



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Background

- The FE Career Field was not specifically addressed either by the original DAWIA legislation or the Refined Packard methodology, and the COE has never been listed as a DoD Acquisition Organization.
- A May, 1999 memo from USD (A&T) advised the Components that the Refined Packard methodology is the official DoD identification method for the AT&L Workforce.
- In July 2001, an FE Functional Advisor (FA) and Functional Integrated Process Team (FIPT) were established to address this career field.



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Background Continued

- In September 2002, Director, AET&CD approved a Position Category Description (PCD) and certification standards for the FE Career Field
- The Career Management Overarching Integrated Process Team (CMOIPT) concurred in the PCD and certification standards.
- AET&CD also directed the DACM's to assimilate appropriate AT&L workforce personnel into the Facilities Engineering Career Field.



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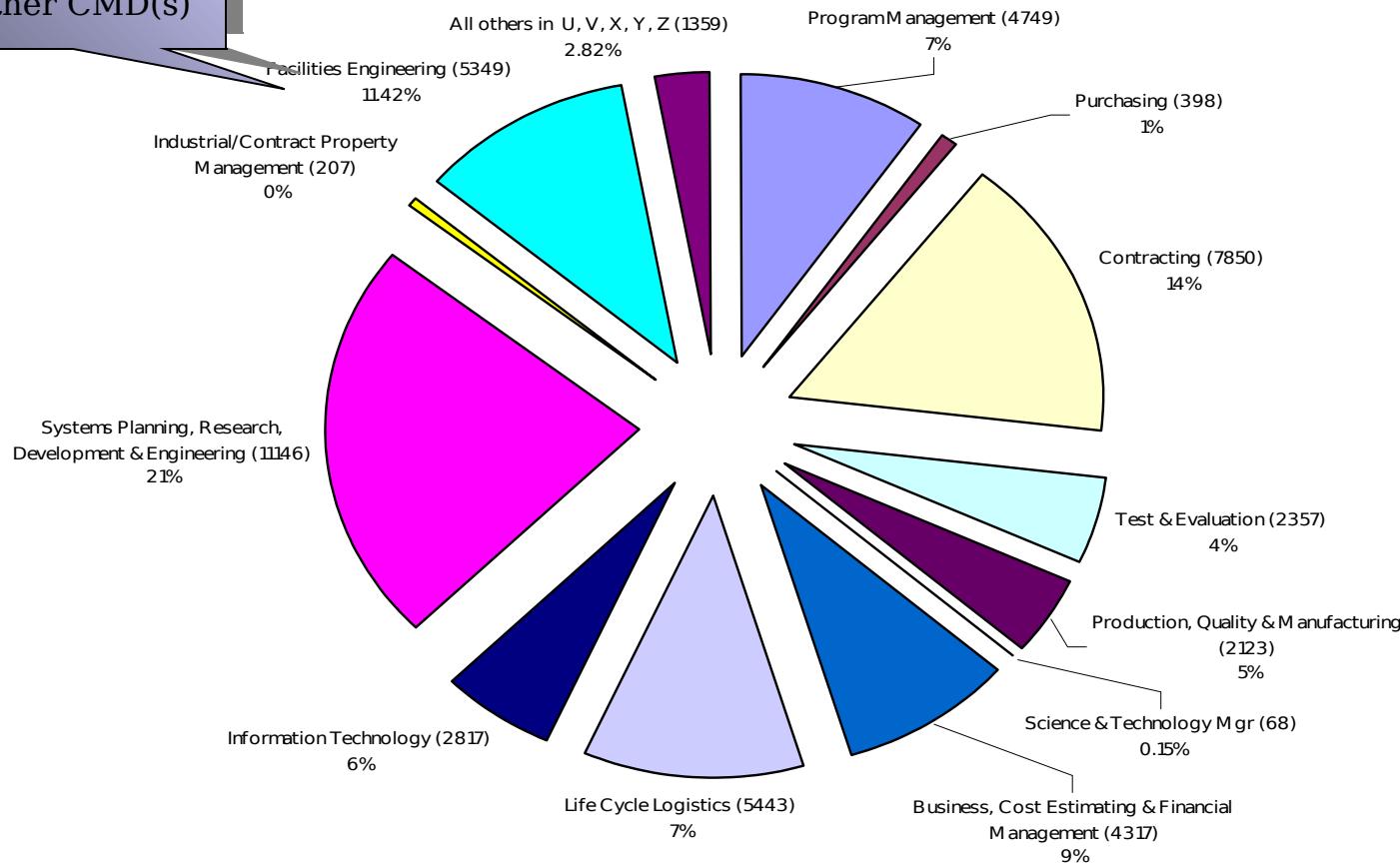
Discussion

- The FE FIPT developed a list of job series that would likely be included in this career field
- Potentially includes all individuals in: 0018, 0020, 0028, 0193, 04XX, 0690, 08XX, 1008, 1170/1, and 13XX.

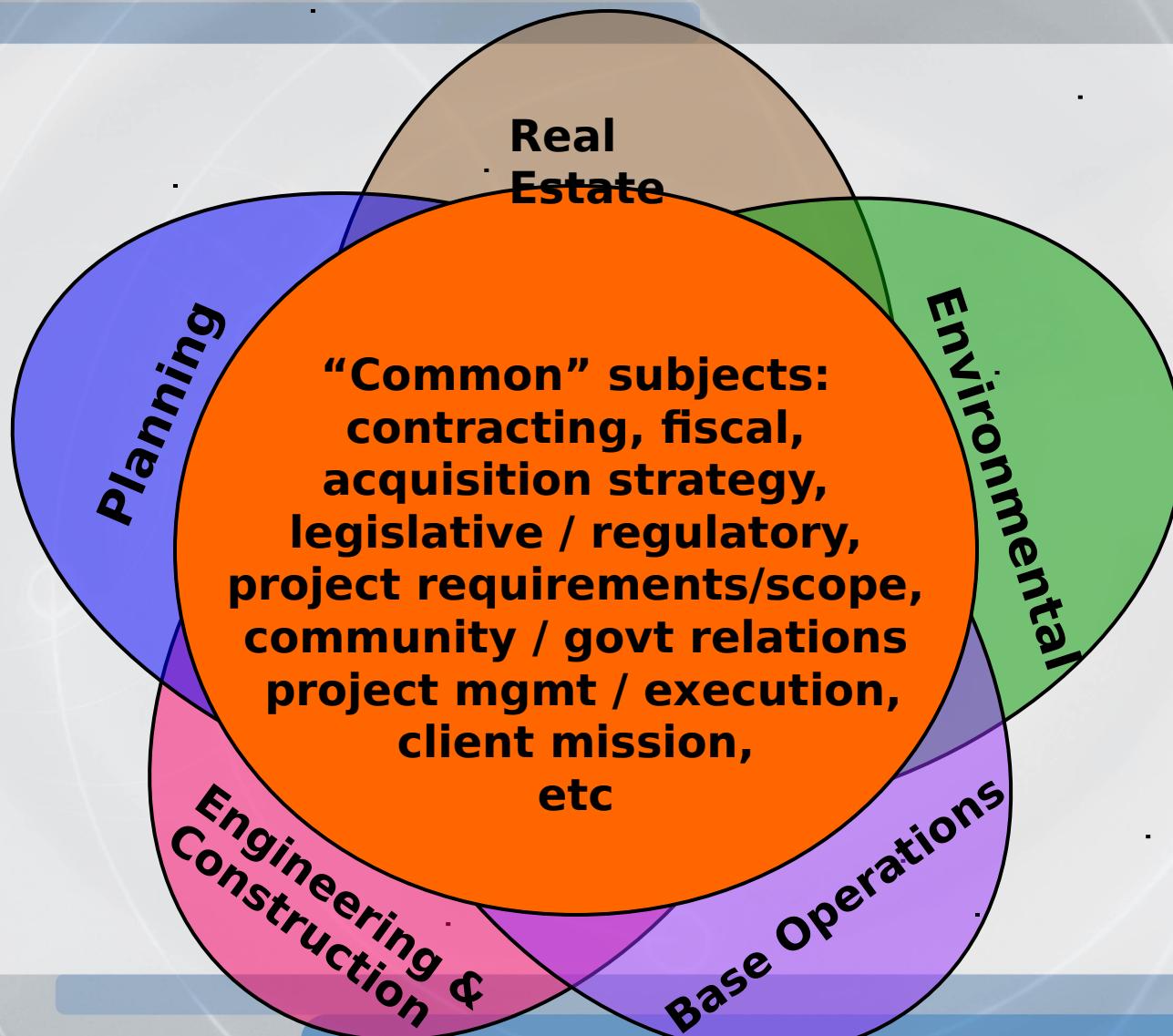
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Army Acquisition Workforce (Military & Civilians) Career Field Breakout Based on Refined Packard Definition (48,183 total) as of 02/04/2005

Today's numbers
w/o ACSIM, IMA
and Other CMD(s)



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